

POLITICAL SAVVY

***HOW TO NAVIGATE ORGANIZATIONAL POLITICS FOR HR
SUCCESS***

WITH MALCOLM O. MUNRO

YOUR POLITICAL MIND-SET

Mindset #1: Politics are irrelevant. Merit is everything.

Mindset #2: Politics are dirty and manipulative. People who engage in it are sharks.

Mindset #3: Politics are just not me. I don't do them.

Mindset #4: Politics are necessary from time to time. I do it only if I have to.

Mindset #5: Politics is how things get done. I am an active, willing participant.

DYSFUNCTIONAL POLITICS VERSUS FUNCTIONAL POLITICS

Dysfunctional Politics

- Hidden
- False
- Self-Serving
- Manipulative
- Aggressive

Functional Politics

- Above Board
- True
- Greater Good
- Ethical
- Assertive

POLITICAL INTENSITY

| Area | Score (1-10) |
|---|--------------|
| The distribution of power within the organization | |
| Limited promotion opportunities | |
| Ambiguous/subjective decision-making processes | |
| Subjective performance measurements | |
| Fixed-pie rewards | |
| Competition for organizational resources | |

OUR OFFICIAL DEFINITION...

Politics is acquiring power and influence to ensure that your team gets the resources that it needs, and that you get what you need, to perform at a high level and ensure that you are successful.

POWER

The Capacity to Influence

- May have it—and not use it
- Resides within the eye of the beholder
- Is dynamic

POSITION POWER

I have power over others because I hold a “powerful” position within the organization

EXPERTISE POWER

People do as I want because they respect my knowledge and expertise.

RESOURCE POWER

People do as I require because I control resources they value.

REWARD POWER

People do as I want because I can reward those who comply with my requests.

PUNISHMENT POWER

People do as I want because I can punish those who don't.

INFORMATION POWER

I can influence the behavior of others because I have access to information they need or desire.

PROXY POWER

People do as I require because I have friends in high places.

PERSONAL POWER

People do as I want because they like me and want to have a good relationship with me.

CHARISMA POWER

People do as I wish because they are bowled over by my personality, vision, enthusiasm, and charisma.

LOGICAL PERSUASION

Use of logical reasons, expertise, or data to convince and persuade others.

COMMON VISION

Showing how your ideas support the organization's broader goals.

IMPACT MANAGEMENT

Choosing the most interesting, memorable or dramatic way to present ideas, in order to get people's support.

INTERPERSONAL AWARENESS

Identifying other people's concerns and positioning one's ideas to address these concerns.

ORGANIZATIONAL AWARENESS

Identifying the key people in your organization and getting their support. Knowing who the key influencers are.

RELATIONSHIP BUILDING

Taking the time to get to know others personally; to maintain friendly communications so that they will be inclined to support your ideas in the future.

BARGAINING

Gaining support by negotiating a mutually satisfactory outcome; exchanging favors, sharing resources, and making concessions.

THANK YOU!

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